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PART I

IMPORTANT GOVERNMENT ORDERS

Retrenchment in the Police Department.

READ—

Government Order No. P. 7550-60—Pol. 10-47-15, dated 6th March 1948, sanctioning the reorganisation and augmentation of the Armed Reserve Police Force.

2. Government Order No. P. 7319-21—Pol. 126-48-1, dated 6th November 1948, constituting a Departmental Retrenchment Committee to suggest measures for reducing the expenditure in the Police Department.

3. Correspondence ending with letter No. A. C. 422)—48-49, dated 19th September 1949, from the Inspector-General of Police in Mysore, submitting proposals for reorganisation and reduction in the strength of the Police Force.

ORDER No. H. 5319-31—POL. 126-48-10, DATED BANGALORE, THE 10TH OCTOBER 1949.

The strength of the Police Department was considerably augmented in 1947-48 in the light of the circumstances then prevailing and since then conditions have altered necessitating a review of the position. A thorough and careful examination of the present strength of the force with due regard to the present and future necessity was made by the Inspector-General of Police assisted by a Committee of Officers. The decisions arrived at by the Committee have been scrutinised, in the light of which the Inspector-General of Police was requested to submit definite and detailed proposals for effecting retrenchment consistent with the efficient maintenance of internal security. He has accordingly submitted the following proposals.

2. *Provincial Reserve Police.*—The strength of the Reserve Police Force for the whole State will be 3 battalions, one of which will be at Headquarters, another under the control of the Deputy Inspector-General of Police, Bangalore (Urban), and the third in the districts.

(*i*) *Headquarters.*—The Force at Headquarters will consist of 5 Companies each Company comprising of—

1 Police Inspector,
2 Subedars-Major,
2 Subedars,
4 Havildars,
8 Naiks, and
121 Police Constables.

The strength of the Company at Civil Station will, however, be short by 1 Subedar-Major. One orderly Police Constable will be provided for the Inspectors of each of the 5 Companies. One Havildar Writer will be provided for each of the 5 Companies besides the combatants.

One Assistant Superintendent of Police wil be in direct charge of the striking force in the Headquarters. The other Assistant Superintendent of Police who is proposed to be in charge of the detachments will also remain in Bangalore.

(*ii*) *Civil Station.*—The existing ranks like Sergeants and Sergeants-Major have to be designated as Police Inspectors, and Havildars-Major as Subedars and Head Constables as Havildars, to correspond with the ranks in the Provincial Reserve Police. The striking force consists of 600 men and the addition of 27 Police Constables will be allocated as follows:—

Orderlies...	7—2 for the Assistant Superintendent of Police; 5 for each of the Police Inspectors
Barbers ...	10—at 2 for each Company;
Dhobies	10—at 2 for each Company.

Besides, provision is to be made for the Band Staff of—

1 Subedar-Major,
2 Havildars,
2 Naiks, and
30 Police Constables.

For miscellaneous duties, the post of 1 Subedar-Major will be provided. Provision is also to be made for requisite Drivers and Cleaners and for vacancy reserve which will be attached to the Civil Station Armed Reserve strength.

(*iii*) *Districts.*—The detachment strength at Mysore and K.G.F. will be equal to that of a Company, *i.e.*,—

1 Police Inspector,
2 Subedars-Major,
2 Subedars,
4 Havildars,
8 Naiks, and
120 Police Constables.

Five additional Police Constables are allocated as follows:—

1 Police Constable for orderly duty to the Police Inspector,
2 Barbers,
2 Dhobies.

The detachments at Shimoga and Tumkur will consist of half the Company strength, and the remaining detachments at one-fourth the Company strength. Each detachment will be provided with a Barber and Dhoby and an additional Police Constable wherever a Police Inspector is placed in charge of three or more detachments.

For Mysore and K.G.F., there should be separate Teargas Squads as this work cannot be managed by members of the striking force. It has therefore been provided at :—

1 Subedar,
1 Havildar, and
15 Police Constables,

for each of the Companies at Mysore and K.G.F.

No Ambulance staff is provided for these places as the work of giving first-aid is proposed to be attended to by the members of the striking force itself in these places.

(*iv*) The following changes, alterations, etc., are found desirable in the minor posts :—

Teargas Squad.—It is proposed to reduce this establishment to—

1 Subedar,
1 Havildar, and
15 Constables.

This Staff is to remain a separate unit distinct from the striking force.

Barbers and Dhobies.—The strength will be reduced to only 2 Dhobies and 2 Barbers for each of the 5 Companies and for the Miscellaneous Company.

Band.—Strength to be reduced to the minimum, consistent with the efficiency required.

Ambulance Squad.—Comprising of—

1 Havildar,
4 Naiks, and
24 Constables.

is considered very necessary, and accordingly, proposals are made for retention of this staff.

Major Transport and the Police Hostel.—There will be—

1 Subedar-Major,
1 Havildar,
1 Naik, and
1 Police Constable.

Mechanic.—With a view to keep the cost as low as possible, it is proposed to transfer one of the 3 Mechanics now attached to the Fire Brigade to the Motor Transport Section, and to retain the present strength.

Lance-Naiks.—The present number will be retained. N.C.Os. will be provided from this staff for platoons which are found short of Naiks.

Cooks and Scavengers.—The existing number, both in the Headquarters and detachments, will continue to be maintained. Proposals for retrenchment in the number of these hands, if any, will be sent in due course after the present proposals *re*; retrenchment and re-distribution are ordered upon and given effect to.

(*v*) The vacancy reserve at 1⅓ per cent is provided for the striking force only and is attached to the Headquarters strength. Similarly, another 50 Police Constables provided for the detachments is proposed to be attached to the Headquarters strength itself, as posting of these men are made from Headquarters and the Assistant Superintendent of Police in charge of the detachments will have his headquarters at Bangalore. Moreover, the Superintendent in charge of both the district detachments and Headquarters force will be able to control this staff better and give them the requisite training.

3. *Wireless.*—The Wireless Company which now consists of 120 Police Constables with Other Ranks is proposed to be reduced to 100. The drivers and cleaners for the vehicles in charge of the Wireless Unit will be provided out of the existing strength of the Wireless Detachment without asking for additional staff for this purpose. The Wireless Branch will form a separate unit under the District Superintendent of Police in charge of Wireless Section. The District Superintendent of Police will have a separate office of his own and be a Drawing Officer also. One First Division Clerk will be transferred from out of the existing strength of the Provincial Reserve Police Office to this Branch.

4. *Fire Brigade.*—The question of amalgamating the Fire Brigades of both the Mysore State and that of the Civil Station will be dealt with separately. For the present it is proposed to take over one of the 3 Mechanics of the Fire Brigade to Motor Transport Section of the Headquarters Unit, as mentioned in para 2 (iv) above.

The net result of there proposals will be an addition of—

1 Assistant Superintendent of Police,
2 Subedars-Major,

and a reduction of—

9 Police Inspectors,
18 Subedars,
72 Havildars,
19 Naiks and
695 Police Constables.

5. *Civil Police.*—The Inspector-General of Police considers that it is not found feasible to effect any reduction in the existing police staff in the districts. There is on the other hand a need for augmentation rather than retrenchment. To meet however only the urgent demands, it is proposed to augment the existing police strength as detailed below :—

	Daffedars	*Police Constables*
Mysore City		46
K. G. F.		31
Davangere		27
Tumkur ...	1	4
Civil Station		50
Drivers for jeeps in districts and one station wagon at Mysore ...	15	1
Total ...	16	159

To provide for this augmentation, the possibility of retrenching the Police force in cities and other places was considered and as a result thereof, the following staff is proposed for reduction :—

	Police Inspectors	*Sub-Inspectors*	*Daffe-dars*	*Police Constable*
Bangalore City		...	12	114
Periyapatna ...	1	...	...	...
Turuvekere ...	1	...	...	...
Kortagere ...	1	...	...	...
Hole-Narsipur ...	1	...	...	...
Police Training School, Bangalore ...	1	...	...	...
Dudda Range Station ...	...	1	...	...
Total ...	5	1	12	114

The net result of these proposals will be a reduction of—

5 Police Inspectors,
1 Sub-Inspector,

with an addition of—4 Daffedars,
45 Constables.

The extra staff is required mostly to cover the number of 50 Police Constables proposed for the Civil Station for orderly duties. Hitherto, these duties were being performed by the Armed Reserve Police. It is proposed not to utilise the Armed Reserve for orderly duties and therefore the services of 50 Civil Police Constables are required to replace them and provision is accordingly made.

6. *Vehicles.*—The jeeps that were purchased for the use of the Police Department had not been provided with the requisite number of drivers and the question of providing the jeeps with drivers was under correspondence. Since each jeep requires to be provided with a driver of the rank of a Daffedar, this strength is now included in these proposals. Similarly, provision for one Daffedar driver and a Constable cleaner is made for the newly purchased station wagon for Mysore.

7. *Ministerial.*—The Inspector-General of Police has also proposed the revision of the existing scales of pay of 10 Senior Managers of District Police Offices and Heads of Sections of the Office of the Inspector-General of Police from Rs. 120—6—150 to Rs. 150—10—200.

II

8. The above proposals of the Inspector-General of Police have been scrutinised by Government as a result of which the proposals of the Inspector-General of Police are approved with the following modifications :—

(1) There will be 2 Companies of Provincial Reserve Police at K.G.F. instead of one as proposed, but this does not mean any additional increase at Headquarters. The strength at Headquarters will be 4 Companies instead of 5 as proposed.

(2) Each Company of the Provincial Reserve Police will consist of—

1 Police Inspector,
2 Subedars-Major,
2 Subedars,
5 Havildars (of whom one will be a Havildar-Writer),
8 Naiks,
and 121 Police Constables (of whom one will be an orderly to the Police Inspector).

The Civil Station Companies will however have only one Subedar-Major.

(3) The Inspector-General of Police wants that the post of an Assistant Superintendent of Police should be sanctioned as a permanent measure to the Provincial Reserve Police in addition to the one already existing. Government consider that there is no need for the same. The one Assistant Superintendent of Police at Headquarters might look after the District detachments under the supervision of the District Superintendent of Police, and the District Superintendent of Police in charge of the Provincial Reserve Police might himself look after the Headquarter units. There will be a separate Assistant Superintendent of Police for the battalion placed at the disposal of the Deputy Inspector-General of Police, Bangalore District (Urban). The three battalions, *viz.*, one at Headquarters, one under the control of the Deputy Inspector-General of Police, Bangalore, and the other in Districts will hereafter constitute the Provincial Reserve Police. These units may be interchanged periodically.

(4) There is no need for a Miscellaneous Company as provision has been made for Teargas Squad, Guards, Drill Instructors, Dhobies, Barbers, etc., according to the exact requirements. There will be no Ambulance Squad at the Headquarters and the functions of the same would be met out of the men provided under the heading "Band." The total of 780 Police Constables shown will therefore be reduced to 754. Out of this, 121 men will be stationed in K. G. F. in addition to the one Company provided under District detachments. There is no necessity for the Teargas Squad at Mysore. So, the total number of Police Constables for the District detachments will be 652, apart from the additional Company to be stationed at K.G.F. The provision made by the Inspector-General of Police for the Civil Station and the Wireless Signalling Corps is agreed to. The other proposals of the Inspector-General of Police *re* Minor posts, as detailed in para 2 (iv), are also approved.

(5) It is considered that the Fire Brigades of the City and Civil Station may be merged and the proposals in this behalf may be submitted by the Inspector-General of Police. The retrenchment proposed in the District Police staff and the additions proposed for Mysore City, K.G.F., Davangere, Tumkur, Civil Station, Bangalore, and drivers for jeeps in districts and one station wagon at Mysore are approved.

(6) Regarding the Police Training School at Bangalore, the Inspector-General of Police has now proposed that only one Police Inspector might be retrenched. Government considered that the posts of two Police Inspectors may be retrenched.

9. These decisions will involve a reduction of a large number of Police Constables, *viz.*, about 700. The intention of the Government is not to throw out of employment any Constables who are at present on duty. Government have already ordered the stopping of recruitment to the Civil Police and the Provincial Reserve Police. It is ascertained that there is a large number of vacancies at present both in the Civil Police and the Provincial Reserve Police. Therefore the surplus, if any, in the Provincial Reserve Police after giving effect to the retrenchment, may be absorbed elsewhere in the Police force itself, and if this is not possible, they might be kept as supernumeraries for some time and they may be absorbed in future vacancies. Such a process, it is expected, would be completed by 1st April 1950.

10. The Inspector-General of Police brings to notice that these proposals would result in a substantial reduction in the cost now being incurred on the Police Department. He therefore urges that the pay-scales of the ten Senior Managers of the District Police Offices and heads of Sections of the Office of the Inspector-General of Police require to be improved, and that the present grade of Rs. 120—6—150 may be revised to Rs. 150—10—200 involving only a small increase in expenditure. This question will be considered separately.

11. The consequential reduction in ministerial staff, dress and clothing, equipment, arms, travelling allowances, contingencies, etc., should all be worked out quickly and sent to Government for orders, before 15th November 1949.

12. A statement showing the existing strength and the strength as now sanctioned is appended.

K. SRINIVASAN, *Chief Secy.*